

Feedback: Review of organisational structure

A facilitation was conducted on 21 April 2021 after a deadlock was reached on 31 March 2021 regarding the review of the organisational structure.

The Department is currently embarking on the review of the organisational structure but decided to review the structure in two parts, namely the Macro or top structure and the Micro or non-SMS members separately. The employer is currently implementing the Macro or top structure from 1 April 2021 because it is of the view that it has consulted sufficiently with labour, albeit the consultations having taken place outside the DBC. The employer further indicated that it now intends to consult labour on the Micro or non-SMS structure.

Labour denied that there have been meaningful consultations as the meeting that was called by the employer took place outside the DBC was merely for information sharing and that the employer cannot review the structure in piecemeal because the one process may impact negatively on the other and affect members negatively.

After some deliberations, the employer reluctantly agreed to put the whole process of implementing the Macro or top structure on hold and bring this matter for consultation on the entire structure of the Department. A special DBC has been arranged for 6 May 2021 for this item. It was also agreed that the employer will forward all the necessary documents relating to this matter to labour before close of business on **21 April 2021**.

GENERAL MANAGER